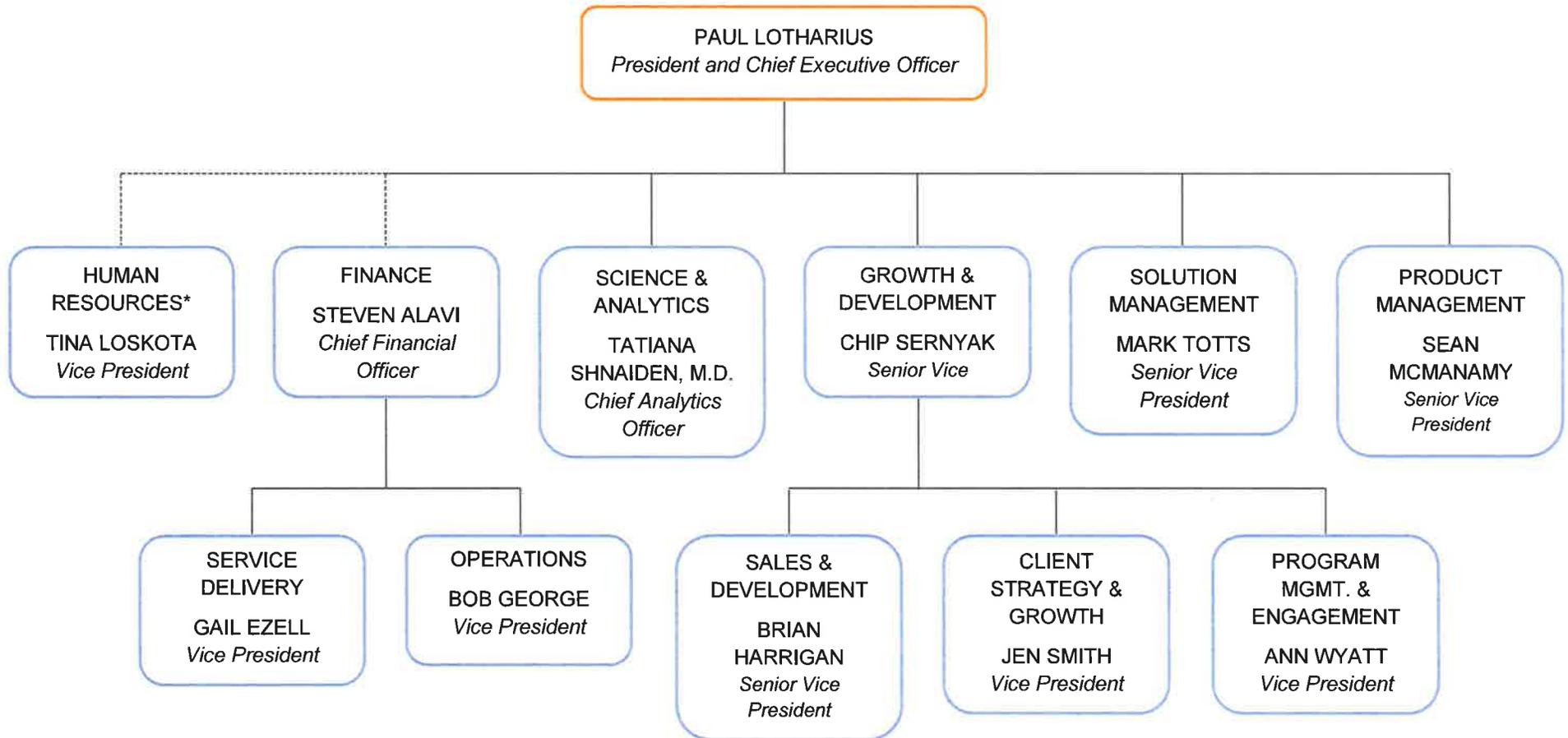
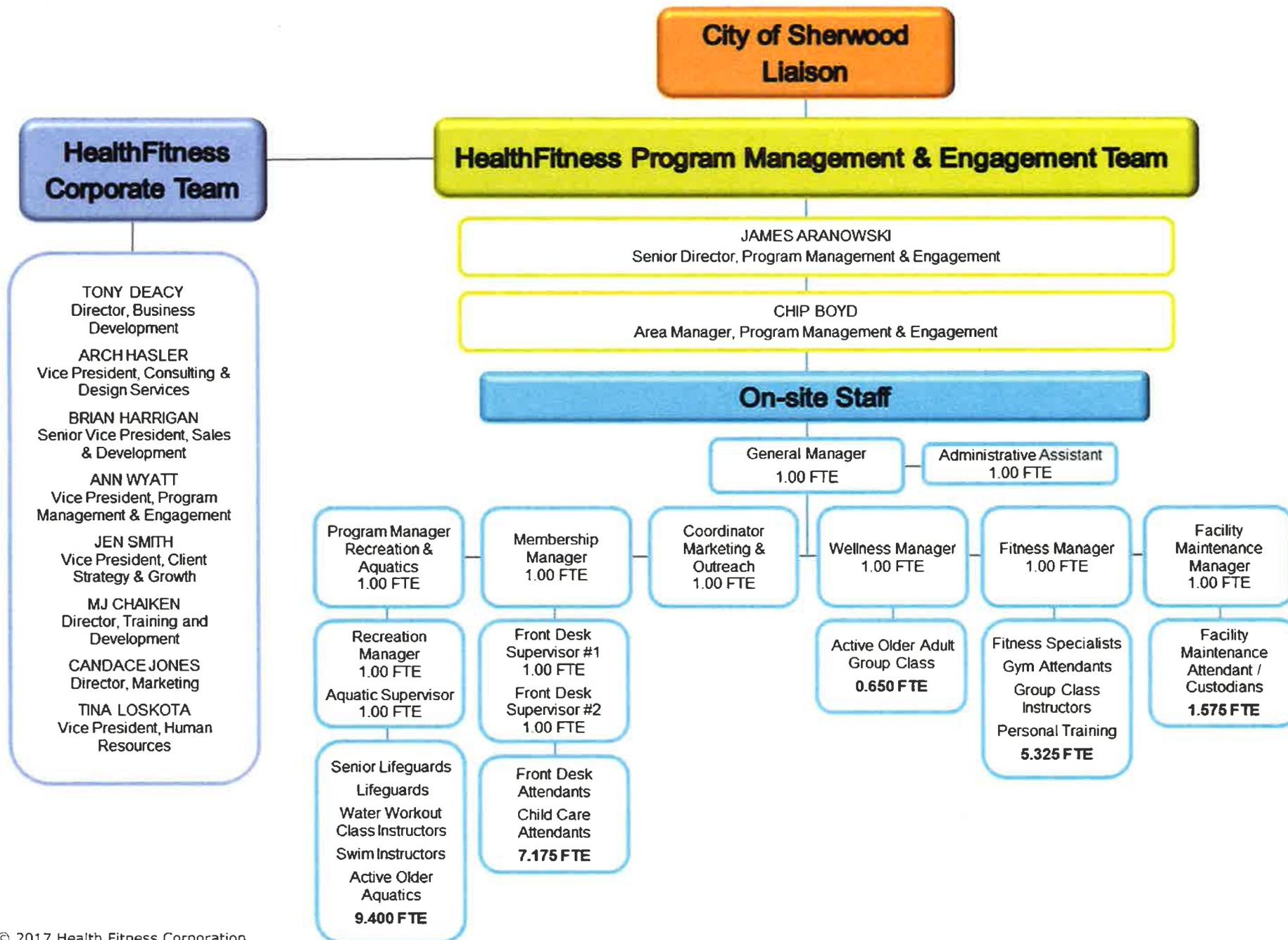


# Senior Management Team



\*Dotted Line to Trustmark, HealthFitness' parent company.

# Organizational Chart City of Sherwood



### TONY DEACY | Director, Business Development

With more than six years in the health and wellness industry, Tony is responsible for consulting with mid-sized employers to help them design and execute a fitness, wellness and/or health management strategy that delivers more value and drives more engagement. Prior to HealthFitness, Tony worked for a startup wellness firm in Chicago where he helped grow the organization from the ground up by providing wellness solutions to mid-sized companies throughout the country. He holds a Bachelor Degree from the University Of Illinois at Urbana-Champaign.

### ARCH HASLER | Vice President, Fitness, Recreation and Wellness Consulting

As vice president of fitness, recreation and wellness consulting, Arch is responsible for developing new relationships and expanding existing client partnerships on a national basis. During the past 20 years, Arch has helped implement more than 200 health, fitness and wellness programs nationwide. Since joining HealthFitness in 1996, Arch has been involved in more than 150 business development and consulting projects for Fortune 500 clients. Arch earned a Bachelor of Arts degree in exercise physiology from Bowling Green State University. He also is an active member of the International Health, Racquet & Sportsclub Association (IHRSA) and the Health Enhancement Research Organization (HERO).

### JAMES ARANOWSKI | Senior Director, Program Management & Engagement

James is responsible for strategic relationships with HealthFitness accounts and for providing overall leadership for the HealthFitness associates serving clients. He specializes in large fitness projects including campus and community recreation and aquatic programs. Over the past 23 years, James has held various positions in account management, regionally and nationally. He has led the development of numerous large-scale health management, occupational health, recreation, aquatic and fitness operations with organizations such as MIT, the City of Bethel, Alaska (YKFC), Genentech, Roche Diagnostics, Eaton, Chrysler, GM, Ford, Harley-Davidson plus select health plans and community centers. He has a bachelor's degree in exercise science and sports nutrition from Central Michigan University. He has also earned certifications from the American College of Sports Medicine, National Strength and Conditioning Association, American Institute of Preventative Medicine, National Safety Council and American Red Cross. James has been with HealthFitness for 23 years and is based in Farmington Hills, Michigan.

### BRIAN HARRIGAN | Vice President, Sales and Development

Brian has more than 16 years of health care marketing, business development and account management experience. With HealthFitness, he is responsible for strategy, business development

and marketing, and continues to manage several client relationships. Prior to joining HealthFitness, Brian led marketing and business development at LifeMasters Supported SelfCare and was director, marketing and communications and director, account management, for large/key markets for the University of Pittsburgh Medical Center (UPMC) Health Plan. He holds a Bachelor of Arts degree in communication and political science and a Master of Arts in communication from Duquesne University.

### **ANN WYATT | Vice President, Program Management & Engagement**

In her role as Vice President of Program Management & Engagement, Ann is focused on driving engagement, executing flawlessly and providing leadership for our on-site teams and brings more than 24 years of experience in the health and fitness industry. As an Expert Voice for HealthFitness, Ann shares best practices in the areas of program design and leadership engagement and support to lead clients on a path to an effective program. She joined HealthFitness in 1993, and in that time, was responsible for the startup of new managed programs, transition of existing programs, employee recruiting and training, and supervision of managed programs. Ann holds a Bachelor of Science in health and physical education from Old Dominion University, and a master's degree in exercise physiology from Auburn University.

### **JENNIFER SMITH | Vice President, Client Strategy & Growth**

In her role as Vice President of Client Strategy & Growth, Jennifer is responsible for growing and maintaining client relationships and driving client strategy. She has 24 years of experience in the health and fitness industry, and joined HealthFitness in 2003. She brings expertise in health management, fitness, personal training and wellness coaching. Her background is diverse, including working with integrated health management clients, fitness clients and unions, in the US and Canada. She also has significant experience working in the areas of ergonomics, work conditioning and injury prevention. Jennifer has a Bachelor of Science in health education from Penn State University and a Master in Business Administration from the University of Delaware.

### **MJ CHAIKEN | Director of Training**

MJ designs, delivers and/or coordinates state-of-the-art training to develop a broad spectrum of leadership, management, customer service, fitness and wellness skills and knowledge in HealthFitness staff. MJ is a co-founder of and partner in Club Performance Network, an online training program dedicated to the continued growth and education of fitness industry professionals. With more than 15 years' experience in the fitness industry as a manager and people development leader, MJ has held numerous positions with Club Sports International (now Wellbridge). As Club

Sports International's director of training, she was responsible for the coordination of national management meetings and national training programs for more than 40 clubs. MJ is a graduate of Luther College with a bachelor's degree in sociology.

### **CANDACE JONES | Director, Marketing**

Candace is responsible for developing and executing strategic consumer marketing initiatives for HealthFitness. With more than 10 years of direct to consumer marketing experience in retail, wholesale and consumer packaged goods, Candace specializes in consumer and employee wellness marketing and communications. Her expertise lies in developing and executing long- and short-range business marketing plans focused on helping achieve our client's participation and engagement goals. Candace is a graduate of Hamline University where she earned a Masters of Business Administration. She has two undergraduate degrees from Iowa State University one in psychology and one in marketing. She also received a Mini Master's Certification in marketing management from University of St. Thomas.

### **TINA LOSKOTA | Vice President, Human Resources**

Tina has more than 15 years' experience in human resources leadership and management specific to the health and wellness industry. Her specialization includes talent management and the delivery of human resource operations and services to remote client populations. Appointed to vice president of human resources in 2011, she has responsibility for all aspects of human resources including recruitment, compensation, benefits, training and development, performance management, employee relations, payroll administration, safety and legal compliance. Additionally, Tina has played an active role in the integration of more than 40 single- and multi-site management contracts for client groups such as Johnson & Johnson, Honda and MetLife. With these client groups, Tina oversaw staff training, transitioning of benefit and compensation programs, retention of existing staff, and coordination of the recruitment of new staff. Tina graduated from the University of Minnesota with a bachelor's degree in communications and received certification as a professional in human resources by the Society for Human Resource Management.

### **MARK DOGADALSKI | Chief Operations Officer**

Mark oversees and sets the strategic direction for the operations of HealthFitness and works to enhance client satisfaction, achieve business objectives and ensure operational excellence across the company. Prior to joining HealthFitness, he served as corporate vice president of operations at Huron Consulting Group, supporting the higher education and life sciences practice. He also served Optum/UnitedHealth Group in several operational leadership positions around clinical services and

well-being. Mark holds a bachelor's degree in engineering from University of Illinois and a Master of Engineering degree in complex business systems engineering from University of Virginia.

**STEVE ALAVI | Chief Financial Officer**

Steve brings more than 18 years of experience in the financial services industry. He most recently served as executive director of treasury and financial management at Health Care Service Corporation and was responsible for treasury forecasting and planning, financial benefits, and asset liability management. Steve is a certified public accountant.

**PAUL LOTHARIUS | President and Chief Executive Officer**

Paul has more than 20 years of experience in operations and technology management in the health care and insurance industries. He began at HealthFitness as president and chief operating officer in 2010. Prior to HealthFitness, he was president and chief executive officer of CoreSource, one of the largest third-party administrators of employee benefits in the country. He joined CoreSource in 2002 as chief operating officer, where he was responsible for all aspects of service delivery across all CoreSource locations and technology platforms. Paul was named president of CoreSource in 2007. HealthFitness and CoreSource are both operating divisions of Trustmark Companies.

Paul's background also includes working at Conesco Services, LLC, as senior vice president, retirement services operations; senior vice president, corporate operations; and vice president, information technology. He received his Master of Business Administration from Butler University and a Bachelor of Science in computer science from Purdue University.

## JOB DESCRIPTION FORM

The information in this form reflects the general nature of the work to be performed, specific responsibilities and duties, and education/experience required to perform a specific role. Job descriptions are based on role, not people.

<b>Division:</b>	Health Fitness Corporation	<b>Department:</b>	Account Mgt	<b>Type Of Position:</b>	<input checked="" type="checkbox"/> Full-Time	<b>Hrs/Wk</b>
<b>Job Title:</b>	<b>General Manager</b>	<b>Location:</b>	Sherwood, OR		<input type="checkbox"/> Part-Time <input type="checkbox"/> On-Call	
<b>Level/Grade:</b>		<b>Job Code:</b>		<b>FLSA:</b>	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt	
<b>Reports To:</b>	Senior Director (James Aranowski)			<b>Status:</b>	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Temp	

### SUMMARY OF OVERALL PURPOSE

State the general nature and purpose of the job and provide a brief description of the duties and responsibilities (3-5 Statements). This paragraph will be used for the job posting. It may be easier to write the general summary after completing other sections of the job description.

The General Manager manages and directs all operational aspects of the Sherwood program in accordance with HealthFitness protocols, ensuring consistency amongst all communications, training, marketing, programs and services. This position is responsible for contract compliance, facility maintenance, development of and adherence to the year plan and program budget, supervision of managers, and acts as the primary client and HealthFitness contact for the program.

### KEY ACCOUNTABILITIES

Percentage of Time	Identify the accountabilities or tasks that employees in the job perform. Of the tasks listed, what percentage of time is devoted to each? The more time employees spend on a task, the more likely it is that the task is essential. Generally, include tasks that account for 10% or more of the work, i.e., key items that contribute significantly to the achievement of the job. The functions should add up to 100%.
	<ul style="list-style-type: none"> <li>Leads the development and implementation of the yearly strategic business plan to identify contract deliverables, program/ service offerings and initiatives, targeted outcomes and marketing strategy to meet client objectives.</li> </ul>
	<ul style="list-style-type: none"> <li>Ensures contract compliance. Manages client relationship to ensure that high customer satisfaction is maintained and HealthFitness value is reinforced. Coordinates contract renewal efforts.</li> </ul>
	<ul style="list-style-type: none"> <li>Prepares and manages operating budget. Ensures expenditures are made in accordance with applicable policies and procedures. Negotiates staff compensation and/or management fee increases.</li> </ul>
	<ul style="list-style-type: none"> <li>Manages the development of outcomes focused programs to meet client objectives; interfaces with client company management and peripheral departments as appropriate to assess client needs and identify HealthFitness programming solutions.</li> </ul>
	<ul style="list-style-type: none"> <li>Ensures overall quality control. Ensures all facility operations and program activities are delivered in accordance with HealthFitness operational, quality, safety and service standards.</li> </ul>
	<ul style="list-style-type: none"> <li>Collects participant, program and financial data for measurement of individual and program goal achievement, outcomes and results; creates outcomes focused management reports based on the identified business plan goals and objectives.</li> </ul>
	<ul style="list-style-type: none"> <li>Carries out supervisory responsibilities in accordance with HealthFitness policies, procedures and applicable laws including recruiting, orienting, training, evaluating, developing and planning the succession of associates. Provides training and development opportunities to promote and encourage career growth. Conducts formal performance appraisals on an annual basis and initiates formal corrective action process when warranted.</li> </ul>
	<ul style="list-style-type: none"> <li>Ensures staff are properly trained according to established standards. Serves as a resource for managers/coordinators in handling customer relations issues.</li> </ul>
	<ul style="list-style-type: none"> <li>Coordinates overall recruitment efforts.</li> </ul>
	<ul style="list-style-type: none"> <li>Leads regular staff meetings and attends group staff meetings to ensure associates are informed about HealthFitness, client and program events, initiatives and status. Assists staff in networking and peer interaction efforts.</li> </ul>
	<ul style="list-style-type: none"> <li>Attends city meetings to report facility and program updates to council.</li> </ul>

	<ul style="list-style-type: none"> <li>Approves and/or submits employment forms, payroll records and billing worksheets accurately and according to contract provisions and HealthFitness policies. Assures revenue collection and expense payment processes are functioning correctly.</li> </ul>		
10%	<ul style="list-style-type: none"> <li>Other duties as needed/assigned.</li> </ul>		
<b>Total = 100%</b>			
<b>SUPERVISORY RESPONSIBILITIES</b>			
If applicable, provide the number of employees reporting to this position and describe the scope of management responsibilities. For example, a manager generally has full authority to hire, develop, appraise, discipline and approve time and attendance for subordinates; a team leader generally oversees others by guiding certain tasks, setting schedules, training others, or perhaps giving input concerning performance.			
<b># Direct Reports:</b>		<b># Indirect Reports:</b>	
1.0 FTE Program Manager: Recreation and Aquatics 1.0 FTE Membership Manager 1.0 FTE Coordinator Marketing & Outreach 1.0 FTE Wellness Manager 1.0 FTE Fitness Manager 1.0 FTE Facility Maintenance Manager 1.0 FTE Administrative Assistant			
<b>EDUCATION and EXPERIENCE</b>			
<b>Minimum Requirements</b>		<b>Preferred</b>	
Ensure that the education & experience match the job the employee is going to be performing. For example, an entry level position will not require a Master's Degree. Include all knowledge, skills and abilities required for the role.		Education and experiences that are still directly related to the job but could be taught or are not critical to the decision of which incumbent to hire. These specifications <i>do not</i> disqualify candidates without them from consideration. Include all knowledge, skills and abilities preferred for the role.	
<ul style="list-style-type: none"> <li><b>Bachelor Degree Exercise, Recreation, Business or related</b></li> </ul>		<ul style="list-style-type: none"> <li><b>American Red Cross Instructor Trainer</b></li> <li><b>5+ Years Aquatics / Recreation experience</b></li> <li><b>American Red Cross Lifeguard Instructor</b></li> <li><b>Certified Pool Operator</b></li> </ul>	
<b>APPROVALS</b>	All job descriptions must be approved by next level manager and graded by the compensation team to be active roles.		
<b>Created by:</b>		<b>Title:</b>	
			<b>Date:</b>
<b>Approved by:</b>		<b>Title:</b>	
			<b>Date:</b>